title ix **sexual harassment** reproductive freedom child support childcare human trafficking affirmative action universal health care economic n equal pay equity domestic farmworkers a stalking sexual assault hate crimes economic security child custody spousal support women in prison displaced Horen Sets equal rights amendment politics feminization of poverty CEDAW under Receptiful ancy comparable worth women of color homemaker's rights advocacy community property older women mental health leadership training women, work and family media insurance credit health care equality Californias Stateps women in history athletics environmental health HIV/AIDS COMMISSION One the Statusent reproductive free free members and childcare human trafficking affirmative action universal health care economic equity domestic violence education equal pay farmworkers arts employment discrimination stalking sexual assault

California Commission on the Status of Women

STATE OF CALIFORNIA

ARNOLD SCHWARZENEGGER, GOVERNOR

COMMISSION ON THE STATUS OF WOMEN 1303 J Street, Suite 400 Sacramento, CA 95814-2900



August 29, 2005

Dear Friends:

Welcome to the Commission's celebration of 40 years of working to improve the status of women in California! In 1965, the Legislature recognized that women provide great value to California and should be equal partners in all aspects of society. Since then, the Commission has been the State's commitment to women and a constant voice for women and their families.

Forty years of a very rich history cannot be reflected adequately by the brief highlights in this program. Each Commissioner has meaningful stories of how success for women was achieved and the challenges of being agents of change. Whether it is education, employment, access to credit, family law, reproductive rights, or elected and appointed office, women have moved forward. We celebrate this progress!

Today's Commission continues to work on these and emerging issues. Women have not reached pay equity. Access to health care challenges thousands of families. In recent years, we have focused on underserved women who often have no voice in the public policy arena – including immigrant women, victims of trafficking, incarcerated women, and rural women. We are a State of constantly changing diversity, and the Commission has a role to play in ensuring that the needs of **all** women are met.

We are grateful to the many advocacy organizations that collaborate with us, to legislators and their staff for their support and leadership, and to the Administration – past and present – who have worked with us on behalf of women and their families.

Sincerely on behalf of the Commission,

Elmy Bermejo Chairperson Mary M. Wiberg Executive Director

(916) 445-3173 • (916) 322-9466 fax • info@women.ca.gov • www.women.ca.gov

Elmy Bermejo, Chairperson
Rita Cameron Wedding, Ist Vice Chair
Cheryl Kendrick, 2nd Vice Chair
Marilyn Kizziah, Member At Large
Holly Mitchell
Elena Ong
Roberta Shouse, Member At Large
Bonnie Sloane

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Sen. Sheila Kuehl Sen. Deborah Ortiz Sen. Nell Soto Asm. Cindy Montañez Asm. Gloria Negrete McLeod Asm. Fran Pavley Donna Dell Labor Commissioner Charu Khopkar Representing the Superintendent of Public Instruction

Staff

Mary Wiberg, Executive Director Vicki Atwood, Legislative Coordinator Coco Gumacal, Analyst Debbe Rizzo, Analyst Trish Wallis, Summer Associate

40th Anniversary Reception August 29, 2005

California Museum for History, Women and the Arts — 6:45 pm

Welcome Mary Wiberg, Executive Director

The Commission at 40 Elmy Bermejo and Cheryl Kendrick

40th Anniversary Celebration Co-Chairs

The Early Years Senator John Burton (Retired)

Original Commission Member

Looking Toward the Future Senator Sheila Kuehl, Commissioner

Closing Remarks Elmy Bermejo, Chairperson

Co-Sponsors

Association of California Commissions for Women California Legislative Women's Caucus The National Women's History Project Supporters of the California Commission on the Status of Women

Supporting Organizations

American Association of University Women - California (AAUW - California)

Asian Americans for Civil Rights and Equality

California Center for Research on Women and Families

California Coalition for Older Working Women

California Coalition for Reproductive Freedom

California Elected Women's Association for Education and Research (CEWAER)

California Federation of Business and Professional Women

California Primary Care Association

California National Organization for Women

California Women Lawyers

Foundation for Osteoporosis Research and Education (FORE)

Girls Incorporated® Region I

Hadassah, Central Pacific Coast Region

Hispanas Organized for Political Equality (HOPE)

National Asian Pacific American Women's Forum, California Chapter (NAPAWF)

National Council of Jewish Women California State Public Affairs Network

Office of Women's Health, California Department of Health Services

Older Women's League of California

Planned Parenthood Affiliates of California

U.S. Department of Labor, Women's Bureau

The Women's Foundation of California

Wine provided compliments of Pacific Wine Partners

Music provided compliments of Peggy Brown, Harps Ltd.

40 Years of Commission Action

Recognizing that women were "not able to contribute to society according to their full potential," the Legislature, in 1965, created the Advisory Commission on the Status of Women. The law, signed by Governor Pat Brown, charged the Commission to study and report on the status of women in California. The Advisory Commission's Report in 1967 addressed public and private employment; civil and political rights, including marriage and divorce; education, with emphasis on the mature woman; and the effect of social attitudes, pressures and economic considerations on women's role in society. The issues addressed then span the Commission's four decades and continue to be among the issues of concern today. The Commission, established by Governor Ronald Reagan in 1971 as an independent state agency, benefits from bipartisan input from public, legislative and statutory members. Citizen input in the development of public policy recommendations strengthens the commission's work, much of which has been accomplished through public hearings, educational forums, research and recommendations, legislative advocacy, collaborating with other state and local agencies and women's organizations.

1965 - 1975

• Administered the Equal Rights Amendment Project • Issued reports on Women and Insurance • Child Care Issues • Affirmative Action for Model programs for State and Local Government • Women in the Media • Upward Mobility for State Employees • Projects on Counseling Strategies and Motivating Low-Income Girls. • Co-sponsored conferences with Women's Justice Forum on Women and the Justice System

1976 -1985

• Implementation of Title IX and Elimination of Sex Bias in Schools and Vocational Education • Public hearings on Violence Against Women • Study of Women Field Workers (Campesinas Report) • Statewide Hearings on Comparable Worth and on Feminization of Poverty • Implementation of the Sexual Harassment in Employment Project • Task Force on Homemakers Guide for California Wives • Appointments to the State Sexual Assault Advisory Committee

1986 -1995

• Administered Displaced Homemaker Emergency Loan Program • Cosponsored Legislative Oversight Hearing on Sex Equity in Education Regulations and Implementation • Conferences on "Making Child Care Happen: The Child Care Challenge" and "Building Bridges for California Women" • Reports on Pay Inequities for Women Workers; Comparable Worth; and "A Profile of California Women: Women in Politics" • "HELP YOURSELF" — a Manual for Dealing with Sexual Harassment • Adopted Reproductive Rights as a Priority Issue • Sponsored Adolescent Health Hearings

OFFICE OF NANCY REAGAN

August 29, 2005

Dear Friends,

I am delighted to send my congratulations to the California Commission on the Status of Women on the occasion of its 40^{th} Anniversary.

As Governor of California, my husband demonstrated his belief in the importance of this Commission by signing the law that made it a permanent part of state government. He recognized the contributions to society women have always made, and wanted to make sure they will always receive the support and recognition they deserve. His concern for the welfare of women continued throughout his life, and in a speech he later made as President, he said:

"Women continue to strengthen the family and enrich our lives with intellectual gifts, creative talents, and an indomitable spirit — in business, government, volunteer activities, religious life, education, health, the military, sports, the arts, and many other areas. Historians will record the accomplishments of women at home as well, chronicling the tremendous contributions countless women have made by helping to raise children who adhere to the moral, ethical, civic, and patriotic principles that have made us, and kept us, a great country."

I know my husband would be pleased by the efforts and accomplishments of the California Commission on the Status of Women. I want to express my own appreciation for all that you do, and I send you my best wishes for continued success.

Sincerely, Reagan

California Commission on the Status of Women Fortieth Anniversary Reception California Museum for History, Women and Arts Sacramento, California

1996 - 2005

• Forums and Reports on the Domestic Violence Mandatory Reporting Law and Child Support Collection • California Women's Appointment Project • Collaborated with California Working Families Project on Summits • Collaborated with IWPR on California Status of Women Report • Welfare Reform Hearing on Six Strategies to Self-Sufficiency • Gender Equity in Education Forum • Advocacy on Underserved Women, including Women in Prison, Access to Health Care, and Economic Security • Hearings on Human Trafficking

These highlights are only a glimpse at the Commission's past 40 years. Looking to the next decade, we know California women and their families still have many unmet needs. The number of immigrant women is growing; women and girls are the most frequent victims of human trafficking; the majority of incarcerated women have children under the age of 18 who are also at risk; and women still earn less than men. The Commission's advocacy on behalf of women will continue—with gratitude to the many organizations, legislators and individuals who collaborate with us. There is still much work to be done!!



GOVERNOR ARNOLD SCHWARZENEGGER

August 29, 2005

California State Commission on the Status of Women

I am pleased to offer my congratulations as you gather to celebrate your 40th anniversary.

The Golden State is proud to be home to people and groups who contribute to the vitality of our state, and I applaud your committed efforts to promote equality and justice for all women and girls. Your mission looks beyond adversity and works to find solutions that give all women the chance to live purposeful, enriched lives.

Your tradition of excellence has unlocked new opportunities for women and girls in California, and I thank you for your service.

As you celebrate this milestone, I extend my best wishes for every future success.

Sincerely

Arnold Schwarzenegger

STATE CAPITOL • SACRAMENTO, CALIFORNIA 95814 • (916) 445-2841

48Sto.

"The California Federation of Business and Professional Women congratulates the Commission for successfully representing the interests of California women for 40 years. CFBPW has supported the Commission since its inception, and renews its support annually as an item on our legislative platform. We are proud that our member, Marian Ash, served as first Executive Director of the Commission."

Dolores "Dee" Eldridge
 Past State President

"May the Commission continue to be a fearless advocate for the right of all women, including those who serve society in traditional roles of child-rearing and homemaking, to a secure economic future. We can offer our daughters and grandaughters no greater gift."

Bonnie Sloane
 Commissioner

California Legislative Women's Caucus

Representing Democratic and Republican Women in the California State Legislature

August 29, 2005

Mary Wiberg Executive Director California Commission on the Status of Women 1303 J Street, Suite 400 Sacramento, CA 95814

Dear Ms. Wiberg:

The California Legislative Women's Caucus would like to offer our heartiest congratulations to the California State Commission on the Status of Women in celebration of your fortieth anniversary. We value the strong working relationship that has long existed between the Legislative Women's Caucus and the Commission on the Status of Women and the many accomplishments that we share in advancing issues of importance to California women and girls. We are proud to co-sponsor your $40^{\rm th}$ Anniversary Reception.

On the occasion of the fortieth anniversary of the Commission, we have the opportunity to celebrate its work as a longtime advocate on legislative issues affecting women and girls in areas such as childcare, violence against women, equity in education (including athletics), women's health care, homemakers rights and family law. We thank the Commission for being among the first to take a stand on issues such as child sexual abuse, domestic violence, and privacy rights, for your work to change California's rape laws, and for conducting the first statewide study of comparable worth.

We look forward to continuing to work with the Commission to address the unique needs of California women and girls in areas such as human trafficking, economic security, violence against women, increasing access to health care and reform of the women's correctional system.

Thank you to all of the staff and Commissioners whose work over the last forty years has helped make California a better place for women and girls to live.

Sincerely

CAROL LIU

Legislative Women's Caucus

CHRISTINE KEHOE

Vice-Chair

Legislative Women's Caucus

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www.sen.ca.gov/womenscaucus frinted on recycled paper

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"Congratulations on 40 years of hard work in the fight for civil rights for millions of California women and girls. The Commission is leading the battle for justice and equity for every woman in California - not only the elected and the employed, but also those who have been exploited and abused and, for too long, had no voice."

- Gloria Romero
California Senate Majority
Leader

"If California women are to advance in leadership positions, it is imperative that women's organizations work together to help them achieve that goal. CEWAER is proud of our history of collaboration with the California Commission on the Status of Women. CEWAER's Board of Directors and members congratulate the Commission on 40 years of service to California's women."

Rachel Otte Michelin
 Executive Director, CEWAER



The Association of California Commissions for Women

August 17, 2005

To the California Commission on the Status of Women:

On behalf of the Association of California Commissions for Women (ACCW), I would like to extend our congratulations on your 40th anniversary. ACCW values the Commission's participation as part of our membership.

Our local member Commissions work diligently with our Counties and Cities to ensure that we do not discriminate against women in implementation of policies and programs or in funding and delivery of services. Our task would be increasingly more difficult if we did not have the voice of the California State Commission on the Status of Women continuously speaking for us in the State Capitol.

We applaud your hard work, your strength and your diligence in protecting the interests of California women and girls and ensuring that women have equal rights and opportunity in all aspects of their lives. We look forward to working with you in the years to come!

Cimaanalii

Lisa Lopez Coffey, President

Association of California Commissions for Women

455 County Center, 5th floor *Redwood City, CA 94063 * Phone: (650) 363-4872 * Fax: (650) 363-4822

"The California Commission on the Status of Women has played a critical role in the development of legislative strategies and policies that enhance the well-being of women and girls in California, including the nation's first paid family leave law and the enactment of legislation to eliminate domestic violence and human trafficking. Though we still have a ways to go to achieve full equality, the Commission's work has continually moved us closer to that goal."

Senator Sheila KuehlCommissioner

"The Commission has a rich 40-year legacy of protecting the interests of California's 18 million women and girls. Not only am I proud of our past, I am committed to the opportunities that lie ahead - the opportunity to give voice to the disenfranchised, to free the enslaved, to protect and empower victims of violence, and to fully embrace the rich diversity of color, sexual orientation, age, and class that represent all California women."

- Holly Mitchell

Commissioner

"The Commission plays a major role in identifying the pressing issues of the day and has made a huge difference to women legislators. It has stood strong through Republican and Democratic administrations, lending bi-partisan strength in efforts to achieve equity and make a difference for women and families in our state."

- Dede Alpert Former Senator and Commissioner August 29, 2005

The California State Commission on the Status of Women 1303 J Street Suite 400 Sacramento, CA 95814

Dear Commissioners and Staff,

Happy 40th Anniversary to the California Commission on the Status of Women. The National Women's History Project's staff, board and network congratulates the Commission on your important work on behalf of women.

The Commission has been a constant source of inspiration and support for the work of the National Women's History Project. Thank you for your leadership and for your ongoing advocacy for public policy that supports equal protection and opportunity for women.

The Commission is a wonderful testimony to how Women Change America.

With much joyful gratitude,

Molly Murphy MacGregor Executive Director and Cofounder National Women's History Project



National Women's **History Project**

Board of Directors Lisa Frederiksen Bohann Author and Speaker

Penny Colman Author & Educator

Robert Cooney Director, Woman Suffrage Media Project

Patricia Daniels Business Owner and Global Women's Advocate

Ada Deer Director, American Indian Studies University of Wisconsin, Madison

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Michael Hulshof-Schmidt Founding Faculty Atlanta Girls' School

Molly Murphy MacGregor President and Co-Founder National Women's History Project

Earleen Norris V.P. NWHP Board of Directors Instructor/Trainer in Communications

Natalie Rose Graduate Sarah Lawrence College Masters Degree in Women's History

Aprill Springfield Deputy Chief of Staff & Legislative Director

Shabla Werner, Ph.D.

Linda J. Wharton

Attorney/Professor of Law & Political Science Kris Well

Director of Teacher Services at The Brooklyn Historical Society

Margaret Zierdt Researcher and Retired Teacher

A non-profit educational corporation founded in 1980
3343 Industrial Drive, Suite 4, Santa Rosa, CA 95402 Phone; (707) 636-2888 Fax; (707) 636-2999
Website: www.mbp.org E-mail: mbp@aol.com

"Congratulations to the Commission on the Status of Women on your 40th. You are the vanguard in the leadership on women's issues. You are always there with inspiring help for others. Older women have truly benefited from your work."

- Betty Perry

Public Policy Director OWL of California

"During the Commission's first month, it debated where to focus its energy - on underutilized women with education or on the problems of single mothers living below the poverty level. Happily it ignored neither and set a broad standard for future commissions! "

- Marian Ash

First Executive Director



NATIONAL ASSOCIATION OF COMMISSIONS FOR WOMEN 8630 Fenton Street, Suite 934 301-585-8101 • 800-338-9267 • Fax 301-585-3445
Website: www.nacw.org E-mail: nacw@nacw.org

"I will never forget attending, in 1971, a Senate committee hearing to extend the Commission's life from 2 to 4 years. Then Senator Deukmejian (an old friend of mine) said, 'We should not do this.' My heart stopped! Then, he went on, saying, 'This Commission has done excellent work and has proved itself. We should make it permanent. Mr. Chairman, may I introduce an amendment to do so?"

- Carolyn Heine

Director

Former Executive

OFFICERS Bonnie Coffey President Nebraska

August 10, 2005

Glenda Woods Vice President Kentucky

Ms. Mary Wiberg Executive Director

Robin Stultz Secretary *West Virginia* CALIFORNIA COMMISSION ON THE STATUS OF WOMEN 1303 "J" Street, Suite 400

Debra Sober

Sacramento, CA 95814-2900

Ruth J. Jackson Immediate Past President Utah

Dear Mary and Members of the Commission:

Brenda R Fowler Executive Director Maryland While the fortieth anniversary of the California Commission on the Status of Women is an event that the women of your state will certainly be cause for celebration, it is those of us who are doing commission work commissioners, staff and directors - who fully understand and appreciate the significance of this important milestone. Your colleagues know the difficulties, the successes and the dedication that go into creating and maintaining a commission.

On behalf of the National Association of Commissions for Women (NACW), I

extend warm and heartfelt congratulations on this significant birthday. We

provide a role model with your work and dedication and we appreciate your

ongoing willingness to share your expertise and projects with others. We are

proud to count the California Commission on the Status of Women as a

applaud your hard work and look forward to many more celebrations.

DIRECTORS Patrice Bourd Florida

Barbara W. De Baptiste

Romona Fullman *Delaware*

Cynthia Chavez Kelly Wyoming

Barbara Albu Lehman New Jersey

Patricia Presley

Carol Walker

Jackie Wilson

Linda R. Wilson North Carolina

Cecilia Zamora California

Brava!

Sincerely,

President

Boull Bonnie A. Coffey

member of NACW.

The National Association of Commissions for Women (NACW) is committed to equality and justice r women by increasing the effectiveness of member commissions and serving as their national voice

"I am very proud to have been a part of the great tradition and work done by the CCSW over the past 40 years. I am particularly proud of our work on addressing crimes of violence against women as well as such important economic issues as equal pay for work of comparable value and the feminization of poverty."

- Hannah Beth Jackson

Former Assemblymember and Commissioner

"My appointment to the Commission by Governor Ronald Reagan in 1974 initiated what was to become my life's career and work for 30 years devoted to securing equality of rights and and opportunity for women. From ERA to Equal Pay and countless related issues, the struggle continues."

Anita Miller

Former Commissioner

Resolution

By the Honorable Don Perata, President pro Tempore of the Senate; Relative to Commending the

California Commission on the Status of Women

WHEREAS, The California Commission on the Status of Women is celebrating its fortieth anniversary, and it is appropriate at this time to highlight its many achievements and underscore the positive impact it has made in the local community; and

WHEREAS, The California Commission on the Status of Women is an agency of state government, created in 1965 by the California State Legislature, and is the only state agency which focuses exclusively on issues relating to the needs and concerns of California women; and

WHEREAS, The Commission works toward the elimination of inequities in laws, practices, and conditions which particularly affect women through legislative advocacy and serves as a public information and referral resource; and

WHEREAS, During the past 40 years, the Commission has contributed to the enactment of legislation and the development of public policy in the areas of women's health, equal opportunity in education and employment, child and other dependent care, economic security, family law, sexual harassment, violence against women, human trafficking, and women in prison; and

WHEREAS, The Commission has sponsored public hearings and educational forums in conjunction with California's state legislative committees, local commissions on the status of women, and other state agencies and women's organizations, in an effort to educate the general public and state policymakers on women's issues; and

WHEREAS, The Commission continues to address emerging issues affecting the diverse population of California women and their families, recommends solutions to the Governor and the Legislature, and continues to inform the public on these issues through electronic communications and its website; and

WHEREAS, The California Commission on the Status of Women has evolved into a leading organization in the state, a dynamic force striving to improve the quality of life of women and the general community; now, therefore, be it

RESOLVED BY PRESIDENT PRO TEMPORE OF THE SENATE, DON PERATA, That the California Commission on the Status of Women be congratulated on the celebration of its fortieth anniversary, commended for its contributions to improving public policy that impacts the lives of California women, applauds the past and present members and staff of the Commission for their tireless efforts on behalf of California women, extends best wishes for the continued success of the Commission's efforts in the future.

Member Resolution No. 1192 Dated this 29th day of August, 2005.

Honorable Don Perata President pro Tempore of the Senate

"In the mid-80s, the

Commission requested a Senate Education Committee oversight hearing on the implementation of the Sex Equity in Education Act. As a result of testimony from Olympic Gold Medalist Pam McGee, representatives of UC, CSU, the community colleges and myself as a Commissioner, Senator Ed Davis carried a bill for the Commission amending the Act and mandating timely promulgation of sex equity regulations. It was a wonderful victory for women and girls in education."

- Phyllis Cheng
Former Commissioner

"We commend the California Commission on the Status of Women for its legacy of leadership, transformational partnership and assistance they have provided local and statewide organizations, like AAUW California, to make a difference for women and girls. For 40 years CCSW's commissioners and executive staff have navigated a path through legislative challenges to help women achieve equity in public and private arenas through landmark public policy. Your independent voice is as crucial today, as it has been over the past four decades."

- Kathleen Cha State President, AAUW California

"Twenty years ago, the Commission reached out to women's groups across California to win a historic victory - securing the protection of the law over women's marital property rights. Acting alone, we never could have achieved our goal, but working together, women changed the law! The lasting bonds our Commission has made with organizations and advocates are the foundation for the important work remaining in the struggle for women's equity. I am proud to have been part of that effort."

Dorothy Jonas
 Former Commissioner

Asm. Barbara Alby Asm. Art Agnos Virginia Allee Carole Ward Allen Sen. Dede Alpert Juliet Ansley Jeanette Lozano Applegate Lloyd Aubry Asm. William T. Bagley Lily Ring Balian Lucie Bava Hellen E. Beardsley Asm. Daniel Boatwright Asm. Paula Boland Sen. Clark L. Bradley Victoria Bradshaw Asm. Yvonne Braithwaite-Burke Mary Alice Braly Asm. John Burton Catherine Campbell Sen. Paul Carpenter Asm. Eugene Chappie Phyllis Cheng Florence G. Clifton Sen. Gordon Cologne Betty Concannon Roslyn Cooperman Jim Curry Sen. Lou Cusanovich Dr. Verna Dauterive Marilyn DeRose Anna Dezember Beatrice Dolan

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Past Executive Directors

Marian Ash Carolyn Heine Pamela Faust Lee Novick Margaret Almada Pat Towner Karmi Speece Iola Gold

*Legislative Title While Commissioner



We believe in a healthy future.

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Maria Shriver
First Lady

Mrs. Ronald Reagan Former First Lady

Hon. Jerry Brown

34th Governor of California
Hon. George Deukmejian
35th Governor of California
Hon. Pete and Gayle Wilson
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